

MEMBERS SITTING		VOTE OF THE BOARD				
		HON	GEN	UDTHC	OTHER	DENY
CDL LLOYD F. LeROY						X
COL VICTOR R. DONOVAN		X				
COL HENRY F. DAVIS		X				
LT COL RICHARD M. STEDDING, JR.		X				
MAJ KATHRYN C. WALLACE		X				
ISSUES A94.06	INDEX NUMBER A67.10	EXHIBITS SUBMITTED TO THE BOARD				
		1	ORDER APPOINTING THE BOARD			
		2	APPLICATION FOR REVIEW OF DISCHARGE			
		3	LETTER OF NOTIFICATION			
		4	BRIEF OF PERSONNEL FILE			
			COUNSEL'S RELEASE TO THE BOARD			
			ADDITIONAL EXHIBITS SUBMITTED AT TIME OF PERSONAL APPEARANCE			
			TAPE RECORDING OF PERSONAL APPEARANCE HEARING			
HEARING DATE 980820 CASE NUMBER FD94-00074A						
APPLICANT'S ISSUE AND THE BOARD'S DECISIONAL RATIONALE ARE DISCUSSED ON THE ATTACHED AFHQ FORM 0-454.						
REMARKS Case heard at Washington, D.C.  Advise applicant of the decision of the Board.						
SIGNATURE OF RECORDER  RICHARD M. STEDDING, JR. LT COLONEL, USAF				SIGNATURE OF BOARD PRESIDENT  LLOYD F. LeROY, COLONEL, USAF		
INDORSEMENT						DATE 98/08/21
TO: SAF/MIBR 550 C Street West, Suite 40 RANDOLPH AFB, TX 78150-4742				FROM: SECRETARY OF THE AIR FORCE PERSONNEL COUNCIL AIR FORCE DISCHARGE REVIEW BOARD 1535 COMMAND DR, EE WING 3rd Floor ANDREWS AFB MD 20331-7002		
ADVISE THE APPLICANT, NEXT OF KIN, LEGAL GUARDIAN OR OTHER OF THE BOARD'S DECISION. SEE REMARKS SECTION FOR ADDITIONAL INSTRUCTIONS.						

**GENERAL:** The applicant appeals for upgrade of discharge to Honorable and change of reason for discharge.

The applicant appeared and testified before the Discharge Review Board (DRB) without counsel Washington, D.C. on 20 August 1998. For the record, Mr. D\_\_\_\_ D\_\_\_\_, the applicant's friend was present to testify on the applicant's behalf. Col A\_\_\_\_ and Lt Col B\_\_\_\_ were present to observe the Board as agreed upon by the applicant and the Board President.

The attached brief contains the available pertinent data on the applicant and the factors leading to the discharge.

**FINDINGS:** The Board grants the relief requested.

The board finds that neither evidence of record nor that provided by the applicant substantiates any impropriety, which would justify upgrade or change of reason for discharge. However, based on the applicant's testimony, the Board finds that the applicant's character of and reason for discharge are inequitable.

The applicant's issues are listed in the attached brief.

**Issue:** The applicant claimed his discharge was too harsh. The Board confirmed that the applicant's command had processed the case properly and that the case file was legally sufficient to support the discharge with a General characterization. The applicant received two Article 15's, one for failing to prepare a weekly flying schedule and one for failing to maintain his dorm room in inspection order. He received two Letter's of Reprimand (LOR's), one for an incident involving the discharge of a fire extinguisher and one for failing to go to his assigned place of duty. After a thorough and complete consideration of the information submitted by the applicant and contained in the records, the Board concluded there was sufficient mitigation to substantiate upgrade and change of reason for discharge. Specifically, the Board found the characterization was too harsh. However, they did not condone the misconduct of the applicant.

**CONCLUSIONS:** The Discharge Review Board concludes that the discharge was consistent with the procedural and substantive requirements of the discharge regulation and was within the discretion of the discharge authority and that the applicant was provided full administrative due process.

In view of the foregoing findings the board further concludes that the overall, quality of the applicant's service is more accurately reflected by an Honorable discharge and the reason for discharge is more accurately described as Secretarial Authority. The applicant's characterization of discharge should be changed to Honorable and the reason for discharge should be changed to Secretarial Authority under the provisions of Title 10, USC 1553.

Attachment:  
Examiner's Brief

**DEPARTMENT OF THE AIR FORCE  
AIR FORCE DISCHARGE REVIEW BOARD  
ANDREWS AFB, MD**

**FD94-00074-A**

**(Former A1C)**

**1. MATTER UNDER REVIEW:** Appl rec'd a GEN Dish fr USAF 92/10/15 UP AFR 39-10, para 5-46 (Misconduct - Minor Disciplinary Infractions). Appeals for Honorable Discharge.

**2. OTHER FACTS:**

a. See attached cy of Examiner's Brief dtd 94/04/13-KB.

b. The AFDRB reviewed case on 94/06/08 (non-appearance w/o counsel) & concluded applicant's discharge should not be changed.

**3. BASIS ADVANCED FOR REHEARING:** Appl (DD Fm 293) dtd 98/02/13.  
(Change Discharge to Honorable)

**ISSUE 1:** I was not able to attend a hearing previously. I would like to present my arguments with support.

**Atch  
none.**

**98/04/02/ia**

DEPARTMENT OF THE AIR FORCE  
AIR FORCE DISCHARGE REVIEW BOARD  
ANDREWS AFB, MD

(Former A1C)

1. MATTER UNDER REVIEW: Appl rec'd a GEN Disch fr USAFR 92/10/15 UP AFR 39-10, para 5-46 (Misconduct - Minor Disciplinary Infractions). Appeals for HON Disch.

2. BACKGROUND:

a. DOB: 69/07/09. Enlmt Age: 21 7/12. Disch Age: 23 3/12. Educ: (RIP reflects) 90 or more semester hrs - no BACC Deg. AFQT: Unk. AGE: (Comdr's Rpt reflects) M-91, A-95, G-96, E-96. PAFSC: 60350 - Veh Oper Spec. DAS: 91/03/04.

b. Prior Sv: USAFA 87/06/30 - 91/02/25 (Relieved fr asgmt, Resig ILO Invol Disenrollment Action) (EXAMINER'S NOTE: 90/10/27 through 91/02/25 was in non-pay status)

3. SERVICE UNDER REVIEW:

a. Transferred to AFRes & ordered to invol AD as SrA 91/02/26 for 3 yrs. Svd: 1 yr 7 mos 20 das all AMS.

b. Grade Status: A1C 92/03/06 (Art 15)

c. Time Lost, CM: None

d. Art 15's: (1) 92/03/06, Mather AFB, in viol of Art 92, UCMJ, you, who knew of your dys o/a 92/02/21, were derelict in the perf of those dys in that you, by culpable inefficiency, failed to prepare a weekly flying schedule, as it was your dy to do; further investigation revealed that you, who knew of your dys, o/a 92/02/27, were derelict in the perf of those dys in that you willfully failed to maintain your dorm rm in a neat & orderly manner, as it was your dy to do. (Oral mitigation) Rdn to A1C, 60 das restrn.

92/07/16, Comdr susp rdn to A1C until 92/09/05

92/08/28, Vac of Susp - You, who knew of your dys, o/a 92/08/10, were derelict in the perf of those dys in that you willfully failed to maintain your dorm rm in inspection order, IAW 323 MSSQ Dorm Rules Ltr, 92/01/03, as it was your dy to do.

e. Record of Sv: 91/02/24 92/02/28 Mather AFB 2 (Annual) (Ref)  
(Dischd fr Mather AFB)

f. Awards & Decs: NDSM, AFELSAR, AFTR

g. Stmt of Sv: TMS: 5 yrs 3 mos 16 das  
TAMS: 1 yr 7 mos 20 das

## 4. FACTS LEADING UP TO DISCHARGE:

a. Undtd, Sq Comdr recmd a GEN Disch UP AFR 39-10, para 5-46 for minor disciplinary infractions. Specific reasons contained in Atch 1, Ltr of Notif, 92/09/03 are:

LOR, 91/04/19 - O/a 91/04/18 you failed to rpt for dy at bldg 7053. (atchd)

LOR, 91/12/20 - O/a 91/11/23 you were involved in the act of unlawfully discharging fire extinguishers in dorm bldg 1224. (atchd)

LOR, 92/02/28 - O/a 92/02/21 you were derelict in your dys. (atchd)

Cited Art 15, 92/03/06 (atchd)

Cited Vac of Susp, 92/08/28 w/atch (atchd)

(Cited EPR atchd)

Before remdg this disch, Amn was counseled by his supvrs, the veh operations officer, the FSgt & myself extensively on his responsibility as an AF mbr. Amn has rec'd several LORs & two punishments under Art 15 in efforts to assist him in conforming to AF stnds.

I do not recm P&R.

ADD'L ATCHS

RIP

Amn's ack'd receipt of Ltr of Notif, 92/09/03.

Rpt of Med Exam, 92/09/15. Is qual for WWS.

b. Amn's 9-pg stmt (cy atchd to Examiner's Brief).

c. JA Review, 92/09/25. Legally suff. Recm a GEN Disch w/o P&R.

d. 92/10/09 Disch Auth dischd Amn UP AFR 39-10, para 5-46 w/a GEN Disch w/o P&R.

## 5. BASIS ADVANCED FOR REVIEW: Appln (DD Fm 293) dtd 93/11/09.

(Change Discharge to Honorable)

ISSUES: Cy atchd to Examiner's Brief

ATCHS

Appl's response to Disch (Previously submitted)

Appl's 1-pg stmt (Cy atchd to Examiner's Brief)

94/04/13-KB

## Response to 39-10 Discharge Action

The purpose of this response is to instill in the reader the feeling that this action is not entirely just and would result in an undeserved discharge from the United States Air Force.

I am requesting that I be allowed to present this response to the Wing Commander in order to more fully explain any circumstances that may remain unclear and to answer any questions that he may have. I would like to be involved in the scheduling of this appointment.

I have divided this response into three separate sections. These include a response to the reasons for discharge, a chronology of my enlistment, and justification for my retention.

## Response to reasons for discharge:

I will address the reasons given for my discharge in the same order in which they appear on the notification letter.

## a. 10 AUG 92, Room Discrepancies:

The action taken against me states that I willfully failed to maintain my dormitory room in inspection order. This, however, is contrary to the facts. I did put significant effort into the maintenance of my room, as was witnessed by three individuals on three different days immediately prior to the inspection. On Friday, 07 AUG 92, A1C [REDACTED] saw me cleaning my room in the morning while he was performing Bay Orderly duties on the third floor. On Saturday, 08 AUG 92, A1C [REDACTED] witnessed me working on my room as he passed by on his way out of the building. On Sunday, 09 AUG 92, SrA [REDACTED] entered my room and found me cleaning my bathroom, which included removing an air vent and rinsing it out. This clearly shows that a willingness to neglect my quarters did not exist. On 10 AUG 92, the room inspection for which I had been preparing my room occurred. When news of my failure reached my supervisor, [REDACTED] and my shift supervisor, [REDACTED], both of them went to inspect my room. Neither of them felt as though my room was deserved of failing the inspection. However, when I returned and found out about this, I proceeded to clean my room again that night. On 11 AUG 92, my First Sergeant and Commander inspected the room and stated that there was no difference from the day before. On this day I received notification that I was to be involved in a formal inspection on the following day, the eleventh of August. Because I could not see justification for the failed room, I made only one correction to my room. I removed my refrigerator because I did not have a need for it and it was a source of potential

trouble. Other than this, I made no corrections to my room in preparation for this inspection in order to see what warranted the failure. When my supervisor, [REDACTED] arrived, I told him that I had not done anything to prepare for this inspection. When the Commander and First Sergeant arrived, they commented that my room was now in satisfactory order. I did not mention at this time that no changes were made to the room because I wanted this inspection to be independent of the others. When I learned that disciplinary action was to be taken, I went to the Operations Superintendent, [REDACTED]. He and [REDACTED] then went to my room and they, also, found it satisfactory. The facts are that I did work to maintain my room and that others who inspected it found my room to be satisfactory.

b. 21 FEB 92 and 27 FEB 92, Dereliction of Duty:

On 21 FEB 92, while I was the supervisor of swingshift, I was derelict in my duties in that I failed to prepare aircrew schedules. Although it is true that I did not prepare the schedules, the action taken far outweighed the offense. It was my first week as supervisor and I was asked by [REDACTED] to prepare the schedules during the weekend. I, however, forgot to do this. On Monday morning, [REDACTED] discovered my oversight and prepared the schedules himself. There was not a need for aircrew support until late in the morning and never was an aircrew in jeopardy of being stranded on the ramp. I received an Article 15 for this oversight. As I found out later, the previous supervisor had neglected to prepare the schedules at least three times and, not only was she not punished, but she received a five EPR. Her mistakes were allowed in that they were learning experiences. I was not given a chance to have learning experiences. When transitioning to a new job with new responsibilities, it is expected that minor mistakes will occur. When I made one mistake, I was given this staggering punishment.

On 27 FEB 92, I was punished with an Article 15 for failure to maintain government quarters. In this case, my room was worthy of a failure. Until this point, however, I had not received any negative feedback about my room. I had no verbal counseling nor letters of counseling or reprimand. For my first offense, I was given an Article 15. While I committed this offense, I feel an Article 15 was not the appropriate punishment.

c. 21 FEB 92, Dereliction of Duty:

On 21 FEB 92, I was derelict in my duty in that I did not consult anyone when I changed shifts and that I failed to prepare flying schedules. I have already addressed the preparation of the flying schedules, for which I was given an Article 15 and a letter of reprimand. The second act referred to in this action was that I changed shifts without obtaining authorization. I was the shift supervisor at this time, and therefore I was the authority for any changes in shifts. This is the squadron policy

and I was told that this action was going to be removed from my record, but obviously it has not.

d. 23 NOV 92, Discharging Fire Extinguishers:

In this instance, I did commit the violation and I do believe that the punishment reflects the offense.

e. 18 APR 92, Absent from Duty:

This occurred soon after I arrived at this base. The Wing Commander had declared this day to be a down day and a picnic was scheduled at the base picnic grounds. I asked [redacted] how this affected us. He said that he thought I would not have to come in, but to ask the (then) swingshift supervisor, [redacted]. [redacted] said that as long as I went to the picnic, I had the day off. I went to the picnic, and as it came to a close, I went to McClellan AFB to fly. Upon my return, I was told that I was supposed to have been at work and that I was absent from duty. When questioned, I explained what had happened and SSgt [redacted] and [redacted] were asked to verify. [redacted] replied that he had told me to ask the supervisor, which he did, and SSgt Shurts decided to cover himself and said that he had told me that it was a normal duty day. I had just entered the Air Force and had no intention to start trouble and fight this action. I felt that this would lead to animosity and would not help the performance of the shift. I simply signed the paper. I now realize that this was a mistake, since the letter of reprimand grossly misquoted [redacted]. This event was due to the result of confusion on the part of my supervisor and a lack of communication within the squadron, but I was the one who received an undeserved punishment.

These are the five actions that have been taken against me in the eighteen months that I have been on active duty. If each was deserved and the punishment received was appropriate for each, this would merit a discharge from the Air Force. I hope that I have given reason to believe to the contrary in four of the cases.

I think that a chronology of events in my Air Force time in service would be helpful for you to see what has happened. In July of 1990, while I was a firstclassman at the Air Force Academy, I was involved in a vehicle accident that resulted in my arm nearly being amputated, myself near death, and a lengthy hospital stay. I lost my qualification for a pilot slot and was looking at a severe punishment for my actions. I decided that it was in my best interest to resign and pursue aviation on my own and at my expense. I resigned and was given an enlistment of three years active duty. This time was to be spent at Mather AFB.



I entered active duty on 24 FEB 91. At this time I was happy to begin what I consider to be the rebuilding stage of my life. I needed to complete school and learn to fly (I only had a private pilot license at this time) in order to pursue a career. I had a tremendously positive attitude and was surprised upon arrival to see that the airmen immediately included me in their social lives. It made me feel that this was a very positive step in my life. However, the management in the transportation squadron had different thoughts. I was recently told by [REDACTED] (who was the Vehicle Operations Officer at the time of my arrival) that the feeling here was that we (another ex-cadet arrived at nearly the same time) were going to have chips on our shoulders and that we needed to be shown that we were just enlisted people, not cadets anymore. We were, in his words, not given the opportunities that would have been given to other airmen when they arrive. This was supported recently by statements from SSgt [REDACTED] and [REDACTED], who remember such talk taking place.

Immediately we were under the gun. As evidenced by the letter of reprimand received on 18 APR 92, it took almost two months of scrutiny to find anything for which to punish me. But I did not want to start internal trouble, so I continued with my life. At this time, I was getting enrolled in [REDACTED] University at Sacramento [REDACTED] and began flying lessons at McClellan AFB to work on additional ratings. After this incident I again worked well and nobody who was looking could find anything negative in my work.

Soon after I was enrolled in summer school at [REDACTED] I received notification that I was to go to Saudi Arabia in July. I found out that the other Academy person was also going. We were unskilled in our field (neither of us had completed three-level courses and the request was for two five-level people and three three-level people). My Commander said that we were still going to go so that we would have the opportunity to see that part of the world. Neither of us wanted to go, and there were volunteers that were qualified and willing to go that were turned down so that we could go. This was clearly an opportunity to do what was previously unattainable -- to adversely affect our lives. We went and, again, I tried to make the best of it. I brought my studies with me so that I would be ready to take my instrument flying test upon my return and spent three months in the Persian Gulf. When people were needed to be reassigned while there, I volunteered to pick up and move. When I returned in September, I was too late for the Fall semester. I was set back two entire semesters with this trip. As evidence to the fact that this was a spiteful act by the Commander, she did not go to the airport to see us off or to welcome us back as she had with the others who had gone. I did not let this get me down, and concentrated on flying as much as possible while continuing to do good work at the squadron.

In November I was involved in the discharging of fire extinguishers in the dormitory with a few others. I was the most severely punished because I was the highest-ranking. However, I was with

my shift supervisor at the time. It has always been the case that, when it was convenient, I was to be treated as a Senior Airman who should know better, but when it better suited others' needs, I was brand new to the Air Force and did not know anything. I was working under a person whom I outranked, but when we both participated in the same offense, I was punished more severely for being the highest-ranking. With this behind me, my performance at work remained above average and there were no problems until February.

In February, I was sent to spend one day at Beale AFB in their Correctional Custody program. I had done absolutely nothing recently to warrant this action. When I returned, I was made the swingshift supervisor, which remains a mystery to me. It seems clear that there is a conflict in these two actions. Within two weeks, I went from somebody whose poor performance warrants a day in Correctional Custody to a person whose good performance is worthy of a supervisory position. I told the Operations Officer that I would take the job, but that changes would be made and that there might be some problems when I took over. I said that I was in no position to get in any trouble, and since people were still scrutinizing me, this position could be potentially dangerous. He said that I would be given a chance to do the job and I accepted the responsibility. However, when I made one mistake as supervisor, I was given a letter of reprimand and an Article 15. Although the Lieutenant tried to make justice prevail, the Commander was unwilling to listen and I asked to be replaced as supervisor (an action which was obviously unnecessary).

At this point, it was time to submit an EPR for me and my supervisor, [REDACTED], submitted one, accompanied by an Airman Performance Feedback Worksheet (Form 931). The form 931 rated me above average in all aspects except off-duty performance, which was an accurate report of my performance. My EPR, however, was a 2, which is deficient. I found out that the inconsistency between the two was the result of pressure from the Commander for [REDACTED] to lower my rating three times! It is my impression that the supervisor is supposed to write the EPR and the chain of command is supposed to add comments only, not to force the supervisor to amend his/her remarks.

As a result of the Article 15, I was restricted to base for two months and lost one stripe. The restriction to base was, after my request and pressure from the education office, amended to allow me to continue to go to school. When I asked about flying, I was told that this was a personal activity and was not school. I tried to explain that I was involved in training and that, due to the timing involved, a setback of two months would effectively put me back over six months. The Commander knew that this was important to me, so she would not let me continue flight training.

I continued to perform well at work after this and we had a change in command over the summer. I was eager to have a personal conference with the new Commander so that there would not be

such a misunderstanding between us, but all of my attempts to see him failed. I applied for the mitigation of the Article 15 punishment to regain my rank and in my request stated that I was willing to see him at any time. I received not even an appearance to talk about the request. All actions were taken through the First Sergeant. At nearly all meetings with the First Sergeant, I stated that I would be happy to talk to both of them at any time. This happened on at least three occasions. I never was given the chance to explain my motivations, attitude, and Air Force goals. The Commander simply took my file and prejudged me from the start. When he was given the least opportunity, he jumped on it and proceeded with this action. I then did take it upon myself to go talk to him to try to clear up any misconceptions that he might have. I did not think it was right to punish me this severely when the only problem in seven months was that he felt my room was dirty. I told him that I was working as hard as I could and giving the Air Force one hundred percent, but I was then told that this was not good enough. He stated that the Lieutenant had come to him and said that I was doing a poor job in the duty section as well.

At this, I left the office wondering why I was doing a poor job. I went directly to the Lieutenant to ask what I was doing wrong. He was confused and said I was doing fine. When I asked him why he would tell the Commander that I was doing poorly, he said that he did not feel that way and he did not tell the Commander that. He and the Operations Superintendent, [REDACTED] then went in to see the Commander to talk about me. Despite that fact that they told him that my performance was good to excellent, the Commander avered that the action would continue. Although everybody who has seen me perform my job finds me to be a valuable member of this squadron, the Commander made the decision alone that I was not good for the Air Force. This puts us at the present and this response.

As you can see, I have always worked hard to do good work during my three-year enlistment and never showed the existence of a grudge against the military. However, I have had to struggle throughout my time at Mather just to be allowed to do my job. The last thing that I wanted was to end up concentrating on an internal battle with my Commander in order to stay in or to avoid trouble. There is not a positive result of such adversity since I am left with less time to work on my job, I cannot perform it as well under the added stress of a discharge action, and the Commander and First Sergeant are forced to spend significant amounts of time building a case against me.

I think that, when deciding whether or not to discharge a person, the positive qualities must be analyzed as well as the negative, which leads me to the final section of this response. I feel that I contribute in many ways to the smooth operation of this squadron and that my other involvements bring credit to the Air Force and are beneficial to the other members of my squadron.

When a person is being considered for promotion or a performance report is written on someone, many things are considered. Job performance, off-duty performance, community involvement, the pursuit of an education, and the ability to work with others are key players. Although my off-duty performance has been lacking in the past, in each of the other categories I have performed in an above-average manner.

Being a vehicle operator, it is difficult to shine in your job. I, like many other operators, have never received a complaint about my work and have received praise on many occasions. The way in which I am most helpful in my job is in the additional work that I have performed for the squadron. I performed a squadron inventory in March, which went to base supply. I analyzed fleet usage for a report given by the Commander to the Wing Commander. I was one of four people that completely rewrote our squadron Operations Instructions when they were badly out of date and poorly written. I received a letter of appreciation for this, but it never made it to my personnel file. I instated a policy that no aircrews should place equipment near the driver when in transit to or from aircraft. This was a safety hazard and I wrote a policy letter to each of the flying squadrons in order to ensure the safety of the operation. I was asked to write a letter to define the squadron's policy on issuing government vehicles for official use. Recently, I was asked to help replace data that was lost from hard disk storage which resulted in many hours of data input. I also was a factor in our squadron instating proper use of radios, which I have been requesting since my arrival. I recently took my five-level CDC test, on which I received a 92 percent. This accomplishment went unnoticed in the squadron. When I was shift supervisor last February, there was not a missed or late run, I caught up on all of the paperwork that was neglected by the two previous supervisors, more vehicle preparation was done, driver training was being accomplished daily, and morale on swingshift was at its highest since I have been here. My job performance does not in any way warrant discharge.

Although I am quite busy taking a full load of classes (fifteen units) and working in the Air Force, I have always tried to help out in the community when possible. I am a member of McClellan's squadron in the Civil Air Patrol, which performs such functions as organ transports, search and rescue, and aerospace education for cadets. I recently joined the [REDACTED] flying neighborhood watch squadron, which is a club that requires its members to pay for all flight time. I am paying in order to help the people. In our squadron, I have helped the people out on numerous occasions on a variety of problems. I have tutored two people with their classes. One airman came to me asking if I could help him write his request for terminal leave and permissive TDY since he was not very good at it. I helped him, not only to write it, but to improve on his writing ability. Another airman who was leaving asked me advice about how to go about getting full custody of his daughter when he leaves. These

people have trust in me, came to me, and knew that I would not let them down. In each of the four cases, the people received a benefit by my membership in the Air Force. I have also offered to take people flying and, if they are interested, work with them toward a license for no fee (I am a CFII).

The Air Force is currently placing increased emphasis on the educational level of its members. I am only three months away from my degree in mathematics. I also try to impart to other members the importance of an education and the opportunities available to them while they are in the Air Force. In me, others can see a person who is going to school and finds it enjoyable. Since I have been in, three people have begun work on their education.

The ability to work with others is important in all endeavors, including the Air Force. I have never had a problem working with the airmen in the squadron. I have a positive relationship with the other drivers and this leads to a better working atmosphere. People believe that I can do a job well and are willing to let me work for the group. An example of this is that when, in preparation for the UEI, our entire squadron had to spend a Saturday washing all of the vehicles, I formed a plan to do this efficiently and all of us worked together to put this plan into action. This plan included a continuous inspection of completed vehicles by the superintendent, who was willing to work with us on the plan of action. The result was that all of the vehicles were completed in only three hours, including washing, waxing, fueling, and anything else that was necessary to every vehicle assigned to us. Given a task, I have the ability to work with people to get it done with morale high and with a minimum expenditure of time.

I hope that this presentation has shed some light on the events leading up to this discharge action. I am not looking for trouble in the Air Force and I do want what is best for the Air Force in addition to the preservation of an orderly life for myself. I am not requesting to be given a second chance in this squadron. I am requesting to be given my first chance. I know that, if I am allowed to continue as an airman in the Air Force, I will positively effect the mission at the 323rd Transportation Squadron. We now have a superintendent [REDACTED] that understands how to use people to their potential and we have talked about some ways that I can help the squadron. I understand that what I am asking is a large leap of faith on your part, but I know that it is a risk worth taking. There is the option of retaining me under probation, which is a middle-of-the-road option. Under probation, I would be able to show any unbiased observers of my performance that I am an asset, not a hindrance.

If you do not feel that I should be retained, I would understand. On paper, I do not look very outstanding. What I am asking is for you to believe in what I am saying, and that is asking a lot.

FD 94-00074

If you need to question any of what I have stated, each of the members of my squadron will support me and I would be more than happy to speak to anyone about this. My home phone is [REDACTED] and work phone is [REDACTED]. I will make the time to meet and discuss this. Obviously, this is the most important aspect of my life right now.

Thank you for your time and consideration.

[REDACTED]  
A1C, USAF

DOCUMENT 1

The following are issues which I feel are pertinent to this discharge review from item 8 of DD Form 293. 4

ISSUE 1: I received awards and letters of appreciation, and so warrants an upgrade to honorable. I received the National Defense Service Medal for serving in Saudi Arabia for three months. I received a letter of appreciation for aiding in the airlift of police officers to protect Los Angeles from a possible second riot after the [REDACTED] verdicts. I also received a letter of appreciation for rewriting our squadron Operating Instructions, which had not been updated for over two years and were almost completely inapplicable to our mission.

ISSUE 2: There were other acts of merit, and so warrants an upgrade to honorable. As an airman in the 323rd Transportation Squadron, my duties included driving and maintaining the vehicles in our care. I, however, volunteered to do many tasks that were not required of me. As mentioned above, I updated and rewrote our Operating Instructions, a job which took weeks of editing and typing. I performed a squadron inventory which the commander presented to the wing commander. I instated a policy that eliminated the unsafe act of placing bags and other unstable items near the feet of the drivers, a practice which had led to many near-accidents. I volunteered to re-enter data which was lost when a hard disk crashed, losing most of its data. I scored a 92% on my 5-level CDC test, which was the second highest in the squadron and earned recognition in the base newspaper. I was a member of the Civil Air Patrol, volunteering my time and piloting skills to a life-saving organization. Being interested in school, I motivated others to take classes and then spent much of my off-duty time tutoring others or proofreading their papers. This extra effort went unnoticed by the squadron and I feel it warrants an honorable discharge.

ISSUE 3: I had a prior Honorable Discharge, and so warrants an upgrade to honorable. After resigning from the U.S. Air Force Academy, I received an Honorable Discharge for my time spent there, as evidenced by DD Form 214 dated 25 FEB 91.

ISSUE 4: My record of Article 15s indicates only minor offenses, and so warrants an upgrade to honorable. My Article 15 (and the subsequent vacation of the suspension of the same Article 15) is the result of a dormitory inspection which I failed. The Article 15 also cites a neglect of my duties in preparing a flying schedule. This was a minor mistake that did not lead to any problems, as it was corrected by the supervisor of the next shift.

ISSUE 5: The punishment I got was too harsh -- it was much worse than most people got for the same offense, and so warrants an upgrade to honorable. I received an Article 15 for a first offense dormitory inspection failure. I was not told of the standards required, nor the importance of the inspection. I was not, however, the only person who failed this inspection. Others were simply told to clean their rooms better next time or counseled on the failure. Regarding preparing the flying schedules, I was not the first to neglect this duty, either. The previous supervisor had forgotten these schedules more than three times with no punishment at all. I received a Letter of Reprimand for discharging fire extinguishers in the dormitory with three other airmen. None of the others received a Letter of Reprimand. Two received counseling and the other did not receive punishment at all. I received punishment for changing shifts with another person without permission. This was not a legal charge (reference Staff Judge Advocate's letter dated 25 SEP 92) because I was a shift supervisor. In addition, the person with whom I traded shifts was the supervisor of the other shift, and he received no punishment for this action.



DOCUMENT 3

I believe that I received a General Discharge for all the wrong reasons. I was never given the opportunity to perform to my ability, since, being from the Academy, I was labelled as trouble and was targeted by my superiors (this fact was verified by my initial supervisor, Lt. [REDACTED] who was told to keep quiet during my discharge proceedings!). I was therefore made the example for every event that took place. I received far more harsh punishment than my peers when I erred, and received no recognition for the good I did in our squadron. I worked hard during my stay at Mather, and was always treated as the opposition by my superiors, despite many attempts by me to meet with them in order to come to an understanding. I want the record set straight so that I can look back at my service with pride for the good that I did and not be embarrassed for having received a General Discharge. I would love the opportunity to serve in the armed forces again and to prove myself worthy of defending my country, but this is impossible in my current status. I say all of this in earnest, and do hope that you will set the record straight and upgrade my discharge to Honorable.

I thank all of you for your time in consideration of my case.